JULIAN BARLING, FRSC

DISTINGUISHED UNIVERSITY PROFESSOR
BORDEN CHAIR OF LEADERSHIP
SMITH SCHOOL OF BUSINESS

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Queen's University
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EDUCATION

- B.A. (Witwatersrand), 1971-1973
- B.A. (Hons.) (Psychology) (Witwatersrand), 1974
- M.A. (Witwatersrand), 1975
- Ph.D. (Witwatersrand), 1976-1979

FACULTY POSITIONS

- Borden Chair of Leadership, Smith School of Business, Queen's University, 2012-
- Associate Member, Institute for Work Psychology, University of Sheffield, 1997-2004.
- Professor, Smith School of Business, Queen's University, 1994-
- Professor, Dept. of Psychology, Queen's University, 1988-1994
- Assoc. Professor, Dept. of Psychology, Queen's University, 1984-1988
- Visiting Professor, Dept. of Psychology, State University of New York at Stony Brook, 1982-1983
- Professor, Dept. of Psychology, University of the Witwatersrand, 1979-1984
- Lecturer/Senior Lecturer, Dept. of Psychology, University of the Witwatersrand, 1976-1979

UNIVERSITY SERVICE (Major responsibilities)

- Associate Dean, Research, PhD & Programs, Smith School of Business, 1999-2011
- Chair, Research, PhD & Programs, 1997-1999
- Director, Executive MBA Program, Smith School of Business, 1995-6
- Chair, Graduate Program, Dept. of Psychology, Queen's University, 1988-1991
- Head, Division of Industrial Psychology, University of the Witwatersrand, 1979-1984

FELLOWSHIPS

- Canadian Psychological Association (2012)
- European Academy of Occupational Health Psychology (2008)
- Society of International and Organizational Psychology (2008)
- Association for Psychological Science (2008)

- Royal Society of Canada (2002)

AWARDS & HONOURS: RESEARCH

- Listed in the top 2% of world's most cited scientists, 2022
- https://www.adscientificindex.com/?con=&country_code=ca
- Listed in the top 25 Scientists across all disciplines in the history of Psychology in Canada
  https://research.com/careers/best-psychology-scientists-2023-report
- Listed in the top 2% of world's most cited scientists, 2020
  https://journals.plos.org/plosbiology/article?id=10.1371/journal.pbio.3000918
- Distinguished University Professor, Queen's University, 2020 -
- Top 100 authors in the field of industrial/organizational psychology (total N = 8,603), rank .72%) in terms of influence on education, based on citations in textbooks
  http://hermanaguinis.com/IOPtextbooks.pdf
- Lifetime Career Achievement in Research Award, American Psychological Association, NIOSH, and Society for Occupational Health Psychology (2017)
- Top 100 authors in the field of organizational behavior (total N = 16,289, rank .6%) in terms of influence on education, based on citations in textbooks
  https://journals.aom.org/doi/10.5465/amle.2017.0488)
- Member, Society for Organizational Behavior (by invitation only) (2017)
- Distinguished Scientific Contribution, Canadian Society for Industrial & Organizational Psychology (C-SIOP) (2016)
- Queen's School of Business "Award for Research Excellence" (2016)
- Borden Chair of Leadership, Queen's University, 2012-2017 (2012)
- Outstanding Career Contribution in Occupational Health Psychology, European Association for Occupational Health Psychology (2008)
- Queen's Research Chair (renewed 2007-2012)
- Honorary Professor, University of the Witwatersrand (2008-2011; renewed 2011-2014)
- Queen's University's, Queen's Research Chair (2002-2007)
- Annual Visiting Scholar, James Madison University (2000)
- Weingarten Scholar-in-Residence, University of Guelph (1997)
- Queen's University Prize for "Excellence in Research" (1997)
- Queen's School of Business "Award for Research Excellence" (1995)
- Scholar-in-Residence, University of Georgia, Athens GA (1991)

AWARDS: TEACHING

- Smith School of Business, Award for Excellence in Graduate Student Supervision (2019)
- Queen's University Award for Excellence in Graduate Student Supervision (2008)
- National Post's "Leaders in Business Education" (2001)
- One-week Executive Development Program in Leadership that I co-developed was ranked as one of the top ten international programs in *Business Week* annual survey. The program is still running four times a year.

- Named in MacLean's Annual Survey as one of Queen's University's "Most Popular Professors" (1996)

AWARDS: MAJOR GRANTS

Principal Investigator
- Early socioeconomic adversity and the development of later formal leadership (SSHRC; 2018-2023; $209,000)
- Growing up poor limits the development of later leadership (Monieson Center; 2016-2020; $59,400)
- Leaders' psychological well-being and leadership behaviours (SSHRC; 2012-2017; $251,000)
- Transformational leadership and humility (SSHRC; 2007-2010; $100,000)
- The development of leadership: Multidisciplinary perspectives (SSHRC; 2007-2010; $100,000)
- Leadership and HR in the auto sector (Center for Automotive Materials and Manufacturing; 200-2004; $210,000)
- Financial performance and safety performance (Industrial Accident Prevention Association; 2001-2003; $10,000)
- Take this job and love it (SSHRC; 2004-2007; $110,000)
- Some effects of the new employment relationship on employees and their families (SSHRC; 1999-2002; $61,000)
- The nature and consequences of parents' employment role experiences (Imperial Oil; 1986-1992; $42,000)
- The nature and consequences of contingent employment (Imperial Oil; 1995-1998; $30,000)
- Training shop stewards to enhance union commitment (SSJRC; 1992-1995; $66,000)
- Causes and consequences of different patterns of organizational and union commitment (SSHRC; 1989-1992; $50,000)
- Work and Family (SSHRC; 1986-1992; $50,000)

Co-investigator
- Does employee mental health affect leader role occupancy? (PI: Anika Cloutier, SSHRC-IDG, $55,124)
- Understanding the experience and widespread consequences of job-status leakage in traditional and non-traditional families (PI: Alyson Byrne, SSHRC, $143,857)
- Personal and family consequences of injuries at work (PI: Kate Dupre, SSHRC, $190,000)
- Transformational teaching and adolescent physical activity promotion: Adolescence-in-Motion (AIM) Trial (PI: Mark Beauchamp, CIHR, $180,000)
- A dynamic exploration of status attainment, maintenance and abuse (PI: Amy Christie, SSHRC, $100,000)
- Individual outcomes of vicarious exposure to aggression, sexual harassment, and injuries at work (PI: Kate Dupre, SSHRC, $125,000)
- Transformational teaching and adolescent physical activity promotion: Advance in motion (PI: Mark Beauchamp, SSHRC, $100,000)
- What we know about the health and organizational costs of smoking (PI: Caroline Weber, Marion Merrill Dow, $55,000)
- International conference on the psychology of labor relations (PI: Lois Tetrick, American Psychological Association, $17,000)

EDITORIAL ACTIVITIES

Guest Editor: *Journal of Occupational Health Psychology* (2016 -).
Editor: *Journal of Occupational Health Psychology* (2000-2005)
Co-Editor: Sage Publications Series "*Advanced Topics in Organizational Behavior*" (19962003)
Consulting Editor: *Journal of Organizational Behavior* (1997-2000)
Editorial Boards:

- *Leadership Quarterly (2017-) Journal of Applied Psychology*, (2002-2007)
- *Journal of Occupational Health Psychology,* (1996-1999)
- *Leadership and Organizational Development Journal* (2003-2011)
- *Stress Medicine* (2003-2007).

Ad hoc reviewer (partial list):

- Academy of Management Journal
- Canadian Journal of Administrative Science.
- Canadian Journal of Behavioral Science
- Developmental Psychology
- Human Relations
- Journal of Applied Psychology
- Journal of Occupational and Organizational Psychology
- Journal of Occupational Health Psychology
- Journal of Organizational Behavior
- Leadership and Organizational Development Journal
- Leadership Quarterly
- South African Journal of Psychology
- Stress and Health
- Work and Stress

PUBLICATIONS

Books Published
Barling, J. (2023). *Brave new workplace: Designing productive, healthy and safe organizations*. NY: Oxford University Press.

- Reviewed in *Occupational Health Sciences*, September, 2023:
  https://301eeb64-085b-44ae-b446-4b21262f8a96.filesusr.com/ugd/562aea_a0d51f7415064c8da0e6633e6e94c33d.pdf

- Reviewed in *Globe and Mail*, April 17th, 2023. *Giving workers job autonomy may be the key to your leadership success*.
  https://www.theglobeandmail.com/business/careers/management/article-giving-workers-job-autonomy-may-be-the-key-to-your-leadership-success/

- Reviewed in the Toronto Sun, July 12, 2023. Linda White. *The Brave new workplace: Create environments in which employees can flourish: professor*.

Barling, J., Barnes, C.M., Carleton, E., & Wagner, D.T. (2016) (Eds.) *Sleep and work: Research insights for the workplace*. NY: Oxford University Press. https://www.oxfordscholarship.com/view/10.1093/acprof:oso/9780190217662.001.0001/acprof-9780190217662

Robertson, J.L., & Barling, J. (2015). (Eds.) *The Psychology of Green Organizations*. NY: Oxford University Press. https://global.oup.com/academic/product/the-psychology-of-green-organizations-9780199997480?cc=ca&lang=en&

Barling, J. (2014). *The Science of Leadership: Lessons from Research for Organizational Leaders*. NY: Oxford University Press. https://global.oup.com/academic/product/the-science-of-leadership-9780199757015?cc=ca&lang=en&
- Reviewed in *Personnel Psychology*, 2015, *68*, 445-447. https://onlinelibrary-wiley-com.proxy.queensu.ca/doi/full/10.1111/peps.12102_1
- Reviewed in *Forbes*, April 24th, 2014. "Recommended Summer Reading for Creative Leaders". https://www.forbes.com/sites/berlinschoolofcreativeleadership/2014/04/24/recommended-summer-readings-for-creative-leaders-from-the-first-half-of-2014/?sh=4a298a4a2802

Barling, J., & Cooper, C.L. (2008) *The Sage Handbook of Organizational Behavior Vol. 1: Micro Approaches*. UK. Sage Publications. https://sk.sagepub.com/reference/hdbk_orgbehavior1

Kelloway, E.K., Barling, J., & Hurrell, J.J. (2006) (Eds.) *Handbook of Workplace Violence*. CA: Sage. https://sk.sagepub.com/reference/hdbk_workviolence

Barling, J., Kelloway, E.K., & Frone, M. (2005) (Eds.) *Handbook of Work Stress*. CA: Sage Publications. https://us.sagepub.com/en-us/nam/handbook-of-work-stress/book226100

Barling, J., & Frone, M. (2004) (Eds.) *The psychology of workplace safety*. Washington, DC: American Psychological Association. https://www.apa.org/pubs/books/4316023

Barling, J., & Kelloway, E.K. (1999) (Eds.) *Young workers: Varieties of experience*. Washington, DC: American Psychological Association. https://psycnet.apa.org/record/1999-02025-000

Tetrick, L.E., & Barling, J. (1995) (Eds.) *Changing employment relations: Behavioral and social perspectives*. Washington, D.C.: American Psychological Association. https://psycnet.apa.org/record/1995-99042-000

Barling, J., Fullagar, C., & Kelloway, E.K. (1992). *The union and its members: A psychological perspective*. New York: Oxford University Press. https://global.oup.com/academic/product/the-union-and-its-members-9780195073362?cc=ca&lang=en&

Barling, J. (1990). *Employment, stress and family functioning*. London: John Wiley and Sons. https://www.amazon.ca/Employment-stress-family-functioning-

Barling/dp/0471917737/ref=sr_1_1?keywords=julian+barling+work+stress+and+employment+functioning&qid=1578496064&sr=8-1

Barling, J., Fullagar, C., & Bluen, S. (Eds.) (1986). *Behaviour in organizations: South African perspectives* (2nd ed). Johannesburg: McGraw Hill.

Barling, J. (Ed.) (1983). *Behaviour in organizations: South African perspectives*. Johannesburg: McGraw Hill.

Beaty, D., & Barling, J. (1982). *Positive exam results without stress*. Johannesburg: McGraw Hill.

Manuscripts submitted for publication

Cloutier, A., & Barling, J. Adolescent dating violence and leader role occupancy. Revise and resubmit. *Journal of Occupational and Organizational Psychology*.

Inness, M., Turner, N., Lyubykh, Z., Kelloway, E.K., Barling, J., Francis, L., Pitfield, L., & Bygrave, C. Love of the job: Measurement and relationships with work and well-being. (Revise and resubmit)

Scanlon, M., & Barling, J. Mental Illness Stigma Towards Leaders: Consequences for Followers' Motivation and Performance. Revision resubmitted to the Journal of Applied Psychology

Journal articles

Barling, J., Granger, S., Weatherhead, J., Turner, N., & Pupco, S. (2023). Early family socioeconomic status and later leader role emergence: A multi-context, multi-source lifespan study. *Journal of Organizational Behavior*. https://doi.org/10.1002/job.2730

Isola, C., Granger, S., Turner, N., LeBlanc, M.M., & Barling, J. (2023). Intersection of Intimate Partner Violence, Partner Interference, and Family Supportive Supervision on Victims' Work Withdrawal. *Occupational Health Science, 7,* 483–508.

Cloutier, A., & Barling, J. (2023). Expectations of Leaders' Mental Health. *Leadership and Organization Developmental Journal, 30*, 276-296.

Suurd Ralph, C., & Barling, J. (2023). Leader Inconsistency, Subjective Attitude Ambivalence and Follower Outcomes. *Journal of Business and Psychology, 38*, 1003-1021

Pupco, S., & Barling, J. (2023). It All Begins When You Are a Graduate Student. *Industrial and Organizational Psychology, 16*, 237-241

Nguyen, Q., Turner, N., Barling, J., Axtell, C.M., & Davies, S. (2023). Reconciling General Transformational Leadership and Safety-Specific Transformational Leadership: A Paradox Perspective. *Journal of Safety Research, 84*, 435-447.

Barling, J., Weatherhead, J.G., Pupco, S., Turner, N., & Montgomery, A.W. (2022). Contextual, Interpersonal and Personal Predictors of Young Adults' Affective-Identity Motivation to Lead. *Leadership and Organization Development Journal*, *43*, 1118-1139.

Cloutier, A., & Barling, J. (2022). Witnessing Interparental Violence and Leader Role Occupancy: The Roles of Insecure Attachment and Gender. *Equality, Diversity and Inclusion: An International Journal, 41,* 866-888.
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Lyubykh, Z., Dupré, K.E., Barling, J., & Turner, N. (2022). Retaliating against abusive supervision with aggression and violence: The moderating role of organizational intolerance of aggression. *Work & Stress, 36,* 164-182. (Special Issue: Bullying in the Workplace)

Lyubykh, Z., Biricik Gulseren, D., Turner, N., Barling, J., & Seifert, M. (2022). Shared Transformational Leadership and Safety Behaviors of Employees, Leaders, and Teams: A Multilevel Investigation. *Journal of Occupational and Organizational Psychology, 95,* 431-458.

Turner, N., Barling, J., Dawson, J.F., Deng, C., Parker, S.K., Patterson, M.G., & Stride, C.B. (2021). Human resource management and organizational injury rates. *Journal of Safety Research, 78,* 69-79

Lyubykh, Z., Turner, N., Barling, J., Reich, T.C., & Batten, S. (2021). Employee disability disclosure and managerial prejudices in the return-to-work context. *Personnel Review, 50*, 770-778.

Arnold, K.A., Turner, N., Barling, J., & Iverson, R. (2020). Feeling safe while doing sex work: Motivation for entering sex work moderates the relationship between perceptions of physical danger and desire to leave sex work. *Safety Science*, *129*, 104795.

Carleton, E., & Barling, J. (2020). Indirect effects of obstructive sleep apnea on work withdrawal: A quasi-experimental treatment outcome study. *Journal of Occupational Health Psychology, 25*, 426-438.

Turner, N., Deng, C, Barling, J. & Spencer, K. (2020). Differential mental health consequences of strikes and lockouts. *Canadian Journal of Behavioral Science, 52*, 149-153. https://doi.org/10.1037/cbs0000161

Dionisi, A., & Barling, J. (2019). What happens at home doesn't stay at home: The role of family and romantic partner conflict in destructive leadership. *Stress and Health, 35,* 304-317. https://onlinelibrary.wiley.com/doi/abs/10.1002/smi.2858

Carleton, E., & Barling, J. (2018). Adult ADHD Symptoms and Passive Leadership: The Mediating Role of Daytime Sleepiness. *Stress and Health, 34*, 663-673 https://onlinelibrary.wiley.com/doi/abs/10.1002/smi.2833?af=R

Carleton, E., Barling, J., & Trivisonno, M. (2018). Leaders' trait mindfulness and transformational leadership: The mediating roles of leaders' positive affect and leadership self-efficacy. *Canadian Journal of Behavioural Science,* 50, 185-194*.*

Robertson, J., Dionisi, A.M., & Barling, J. (2018). Linking attachment theory to abusive supervision. *Journal of Managerial Psychology, 33*, 214-228.

Dionisi, A., & Barling, J. (2018). It Hurts Me Too: Examining the Impact of Male Gender Harassment on Observers' Well-Being and Emotions. *Journal of Occupational Health Psychology, 23*, 303-319. https://psycnet.apa.org/fulltext/2018-29381-001.pdf

Barling, J., Akers, A., & Beiko, D. (2018). The Impact of Positive and Negative Intraoperative Surgeons' Leadership Behaviors on Surgical Team Performance. *American Journal of Surgery,* 215, 14-18.

Byrne, A., & Barling, J. (2017). When she brings home the job status: Non-normative job status inconsistencies, status leakage and marital instability. *Organization Science, 28(2)*, 177-192.

Robertson, J., & Barling, J. (2017). Contrasting the Nature and Effects of Environmentally-Specific and General Transformational Leadership. *Journal of Leadership and Organizational Studies, 38,* 22-41.

Robertson, J., & Barling, J. (2017). Toward a New Measure of Organizational Environmental Citizenship Behavior. *Journal of Business Research*, *75*, 57-66.

Barling, J., & Cloutier, A. (2017). Leaders' mental health at work: Empirical, methodological and policy directions. *Journal of Occupational Health Psychology, 22,* 394-406.

Barling, J., & Frone, M.R. (2017). If only my leader would just do *something*! Passive leadership undermines employee well-being through role stressors and psychological resource depletion. *Stress and Health, 33,* 211-222.

Barling, J., & Weatherhead, J. (2016). Persistent exposure to poverty limits later leader emergence. *Journal of Applied Psychology*, *101*, 1305-1318.

Beiko, D., Barling, J., Houle, A.M., Davies, T.O., & Oake, J.S. (2016). Exploring the business of urology: Leadership. *Canadian Urological Association Journal*, 10, 241-245.

Carleton, E., Barling, J., Christie, A., Trivisonno, M., Tulloch, K., & Beachamp, M. (2016). Scarred for the rest of my career? Career-long effects of abusive leadership on professional athlete aggression and task performance. *Journal of Sport and Exercise Psychology, 38,* 409-422.

Dupré, K., & Barling, J. (2015). Organizational safety and outcomes for families. *Psynopsis: Canada's Psychology Magazine, 37(4), 12-13*. (Invited article).
http://www.cpa.ca/docs/File/Psynopsis/fall2015/index.html

Dionisi, A.M., & Barling, J. (2015). Spillover and crossover of sex-based harassment from work to home: Supervisor gender harassment affects romantic relationship functioning via targets' anger. *Journal of Organizational Behavior, 36*, 196-215.

Dupré, K., Dawes, K., & Barling, J. (2014) Harm to those who serve: Effects of direct and vicarious customer-initiated workplace aggression. *Journal of Interpersonal Violence, 29*, 2355-2377.

LeBlanc, M., Barling, J., & Turner, N. (2014). Intimate partner aggression and women's work outcomes. *Journal of Occupational Health Psychology, 19*, 399-412.

Bergenwall, A., Kelloway, E.K., & Barling, J. (2014). Odd jobs, bad habits and ethical implications: Smoking-related outcomes of children's early employment intensity. *Journal of Business Ethics, 122*, 269-282.

Beauchamp, M. R., Liu, Y., Morton, K. L., Martin, L. J., Wilson, A. H., Wilson, A. J., Sylvester, B. D., Zumbo, B. D., & Barling, J. (2014). Transformational Teaching and Adolescent Physical Activity: Multilevel and Mediational Effects. *International Journal of Behavioral Medicine, 21*, 537-546*.*

Byrne, A., Dionisi, A., Barling, J., Akers, A., Robertson, J., Lys, R., Wylie, J., & Dupré, K. (2014). The Depleted Leader: The influence of leaders' diminished psychological resources on leadership behaviors. *Leadership Quarterly, 25, 344-357*. (Nominated for the 2014 LQ Best Paper Award.)

Byrne, A., Barling, J., & Dupré, K.E. (2014). Leader apologies and employee and leader well-being. *Journal of Business Ethics, 121*, 91-106.

Christie, A.M. & Barling, J. (2014). When what you want is what you get: Pay dispersion and communal sharing preference. *Applied Psychology: An International Review, 63,* 541-563*.*

Robertson, J., & Barling, J. (2013). Greening organizations through leaders' influence on employees' pro-environmental behaviors. *Journal of Organizational Behavior, 34*, 176-194. (Received the Citation of Excellence from Emerald Group Publishing)

Hoption, C.B., Turner, N., & Barling, J. (2013). It's not you, it's me: Transformational leadership and self-deprecating humor. *Leadership and Organizational Development Journal, 34*, 4-19*.*

Arnold, K.A., Turner, N., Barling, J., Kelloway, E.K., & McKee, M. (2013). Transformational leadership and psychological well-being: The mediating role of meaningful work. In C.L. Cooper & I.T. Robertson (Eds.) *Management and happiness* (pp. 93-103). London: Edward Elgar. (Reprinted from *Journal of Occupational Health Psychology*, 2007, *12*, pp. 193-203).

Dionisi, A.M., Barling, J., & Dupré, K. (2012). Revisiting the comparative outcomes of workplace aggression and sexual harassment. *Journal of Occupational Health Psychology, 14*, 398-408*.*

Hoption, C.B., Christie, A., & Barling, J. (2012). Submitting to the Follower Label: Followership, Positive Affect and Extra-Role Behaviors. *Journal of Psychology, 220(4),* 221-230. (Special Issues: "Followercentric Approaches to Leadership").

Simola, S.K., Barling, J., & Turner, N. (2012). Transformational leadership and leaders' mode of care reasoning. *Journal of Business Ethics, 108*, 229-237.

Kelloway, E.K., Turner, N., Barling, J., & Loughlin, C.A. (2012). Transformational leadership, transactional leadership, and employee psychological well-being: The mediating role of trust. *Work and Stress, 26*, 39-55.

Christie, A., Barling, J. & Turner, N. (2011). Pseudo-transformational leadership: Model specification and outcomes. *Journal of Applied Social Psychology, 41*, 2943-2984.

Morton, K., Barling, J., Beauchamp, M., Masse, L., Zumbo, D., & Rhodes, R.E. (2011). The Application of Transformational Leadership Theory to Parenting: Questionnaire Development and Implications for Adolescent Self-Regulatory Efficacy and Life Satisfaction. *Journal of Sport & Exercise Psychology, 33*, 688-709.

Beauchamp, M.R., Barling, J., & Morton, K. (2011) Transformational Teaching and Adolescent Self-determined motivation, self-efficacy, and intentions to engage in leisure time physical activity: A Randomized Controlled Pilot Trial. *Applied Psychology: Health and Well-Being, 3*, 127-150.

Mendelson, M.B., Turner, N., & Barling, J. (2011). Perceptions of the presence and effectiveness of high involvement work systems and their relationship to employee attitudes: A test of competing models. *Personnel Review,* 40, 45-69.

Kelloway, E.K., & Barling, J. (2010). Leadership development as an intervention in occupational health psychology. *Work and Stress*, 24, 260-279.

Dupré, K.E., Barling, J., Turner, N., & Stride, C.B. (2010). Comparing Perceived Injustices from Supervisors and Romantic Partners as Predictors of Aggression. *Journal of Occupational Health Psychology,* 15*,* 359-370.

Beauchamp, M.R., Barling, J., Li, Z., Morton, K.L., Keith, S.E., & Zumbo, B.D. (2010). Development and psychometric properties of the Transformational Teaching Questionnaire. *Journal of Health Psychology,* 15, 1123-1134.

Christie, A., & Barling, J. (2010). Beyond status: Relating status inequality to performance and health in teams. *Journal of Applied Psychology*, 95, 920-934.

Hershcovis, M.S., & Barling, J. (2010). Comparing victim attributions and outcomes for workplace aggression and sexual harassment. *Journal of Applied Psychology, 95*, 874-888.

Morton, K.L., Barling, J., Rhodes, R.E., Masse, L., Zumbo, B.D., & Beauchamp, M.R. (2010). Extending transformational leadership theory to parenting and adolescent health behaviors: An integrative and theoretical review. *Health Psychology Review*, 4, 128-157.

Inness, M., Turner, N., Barling, J., & Stride, C.B. (2010). Transformational leadership and employee safety performance: A within-person, between-job design. *Journal of Occupational Health Psychology,* 15, 279-290.

Tucker, S., Turner, N., Barling, J., & McEvoy, M. (2010). Transformational leadership and children's aggression in team setting: A short-term, longitudinal study. *Leadership Quarterly,* 21, 389-399.

Simola, S.K., Barling, J., & Turner, N. (2010). Transformational leadership and leader moral orientation: Contrasting an ethic of justice and an ethic of care. *Leadership Quarterly,* 21, 179-188.

Hershcovis, M. S & Barling, J. (2010). Towards a multi-foci approach to workplace aggression: A meta-analytic review of outcomes from different perpetrators. *Journal of Organizational Behavior.* 31, 24-44.

Christie, A.M., & Barling, J. (2009). Disentangling the Indirect Links between SES and Health: The dynamic roles of work stressors and personal control. *Journal of Applied Psychology*, 94, 1466-1478.

Inness, M., LeBlanc, M., & Barling, J. (2008). Psychosocial predictors of supervisor-, peer-, subordinate-, and service provider-targeted aggression. *Journal of Applied Psychology,* 93, 1401-1411.

Barling, J., Christie, A., & Turner, N. (2008). Pseudo-transformational leadership: Toward the development and test of a model. *Journal of Business Ethics*, 81, 851-861.

Inness, M., Barling, J., Turner, N., & Rogers, K. (2007). Dᴇ-marketing tobacco through price changes and consumer attempts to quit smoking. *Journal of Business Ethics*, 77, 405-416.

Arnold, K.A., Turner, N., Barling, J., Kelloway, E.K., & McKee, M. (2007). Transformational leadership and psychological well-being: The mediating role of meaningful work. *Journal of Occupational Health Psychology,* 12, 193-203.

Carson, J., Barling, J., & Turner, N. (2007). Group alcohol climate, alcohol consumption, and student performance. *Group Dynamics: Theory, Research and Practice*, 11, 31-41.

Zacharatos, A., Hershcovis, M.S., Turner, N., & Barling, J. (2007). Human resource management in the North American automobile industry: A meta-analysis. *Personnel Review,* 36, 231-254.

Hershcovis, S., Turner, N., Barling, J, Arnold, K., Dupré, K., Inness, M., Leblanc, M., & Sivanathan, N. (2007). Predicting workplace aggression: A meta-analytic approach. *Journal of Applied Psychology*, 92, 228-238.

Dupré, K., Inness, M., Connelly, C.E., Barling, J., & Hoption, C. (2006). Workplace aggression in teenage part-time employees. *Journal of Applied Psychology.* 91, 987-997.

Dupré, K., & Barling, J. (2006). Predicting and preventing supervisory workplace aggression. *Journal of Occupational Health Psychology*, 11, 13-26.

Tucker, S., Turner, N., Barling, J., Reid, E., & Elving, C. (2006). Apologies and transformational leadership. *Journal of Business Ethics,* 63, 195-207.

Barling, J. (2005). Editorial: "And now, the time has come…". *Journal of Occupational Health Psychology,* 10, 307-309.

Inness, M., Barling, J., & Turner, N. (2005). Understanding supervisor-targeted aggression: A within-person, between-jobs design. *Journal of Applied Psychology,* 90, 731-739.

Zacharatos, A., Barling, J., & Iverson, R.D. (2005). High performance work systems and occupational safety. *Journal of Applied Psychology*, 90, 77-93.

Francis, L., & Barling, J. (2005). Organizational injustice and psychological strain. *Canadian Journal of Behavioral Science,* 37, 250-261.

LeBlanc, M. M., & Barling, J. (2004).   Workplace aggression. *Current Directions in Psychological Science,* 13, 9-12.

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Kryl, I.P. (1990). *Causal modeling of predictors and outcomes of trade union participation*.

Bluen, S.D. (1986). *Consequences and moderators of industrial relations stressors*.

Fullagar, C.J.A. (1986). *Causes, correlates, and outcomes of union commitment*.

Masters

Pupco, S. (2019). *The Effects of Parental Leave on Parents' Leadership Emergence*.

Weatherhead, J. (2014). *What does it take to become a leader? Externalizing and internalizing childhood behavior problems and early leadership emergence.*

Tulloch, K. (2013). *On the court: Investigating destructive leadership outcomes in the NBA.*

Guberinic, M. (2010). *Transformational leadership: Four parts or one?*

Lys, R. (2009). *Leaders' mental health moderates the relationship between transformational leadership and employee counterproductive behaviors*.

Robertson, J. (2009). *Do as I say and as I do: Environmentally-specific transformational leadership, modeling and employees' pro-environmental behaviors*.

Byrne, A. (2008). Who's laughing now? The impacts of leadership and humor style on relationship outcomes.

Byrne, S. (2008). *Contrasting the effects of supervisory over-control and autonomy*.

Carson, J. (2007). *Jump and java to higher performance: The effect of nutrition and exercise on work*.

Dezan, H. (2006). *Leader apologies and employee health: The nature and effects of leader apologies on employee health*.

Reid, E. (2003). *Building perceptions of transformational leadership: the role of apologies and gender*.

Desaulniers, M.S. (2002). *Single mothers, work-family conflict and children's behavior.*

Sivanathan, N. (2002). *Effects of transformational leadership training on occupational safety*.

Williams, A. (2002). *Commitment and control: New perspectives on high performance work systems*.

Rowbotham, K. (2001). *Exploring the relationship between alternative work arrangements and industrial relations climate.*

Comtois, J. (2000). *The influence of transformational leadership on electronic communication*.

Lawson, K. (1999). *The effects of back-to-work legislation on industrial relations climate, attitudinal factors and stressors within the teaching community*.

Turner, N. (1998). *An exploratory study of moral reasoning and transformational leadership*.

Zacharatos, A. (1998). *Development and effects of transformational leadership in adolescents*.

Adams-Roy, J.E. (1994). *Will she or won't she? Factors influencing the likelihood that women will confront or report sexual harassment*.

Dekker, I. (1994). *Personal and organizational predictors of self-reported sexual harassment in the workplace.*
Greenberg, L. (1993). *Predicting employee aggression: The roles of personal behaviors and workplace factors*.
Loughlin, C.A. (1993). *Part-time employment and adolescents' well-related attitudes, beliefs and aspirations.*
Hepburn, C.G. (1993). *Eldercare, employee absence, and interrole conflict: A daily study*.
Sandys-Wunsch, H. (1991). *Context-specific and context-free mental health as mediators in the student role experience-performance relationship*.
Boswell, R. (1990). *Noneffective attention as a mediator in the relationships between achievement strivings and performance and impatience-irritability*.
Stewart, W. (1990). *The effect of daily work stressors on the interpersonal effectiveness of health care professionals working in outpatient cancer clinics*.
MacIntyre, A.T. (1989). *Some effects of daily work role stress on same day and next day emotional exhaustion*.
Marks, M.P. (1986). *Fathers' job stress and children's behaviour*.
Pratt, L.I. (1986). *An investigation of the effects of supervisor support on the role stressor/burnout relationship: A moderated meditational model*.
MacEwen, K.E. (1985). *Some effects of interrole conflict, social support and personality hardiness on the marital adjustment of employed mothers*.
Beattie, R. (1981). *Self-efficacy beliefs as determinants of motivation and performance: An industrial environment.*

Ph.D/M.Sc Committees
Ingrid Chadwick (Smith School of Business)
Jennifer Turnridge (Kinesiology, Queen's)
Rebecca Stead (Psychology, Queen's)
Susan Myrden (Business, St. Mary's University)
Kyle Bryckman (Smith School of Business)
Sean Tucker (Smith School of Business)
Ana d'Orana (Smith School of Business)

ASSOCIATION AND GOVT. RESPONSIBILITIES

Chair, Taskforce on Workplace Violence, American Psychological Association, 2000-2002
Chair, Ontario Council for Occupational Health and Safety, 1989-1991

REVIEWER FOR TENURE, PROMOTION, DISTINGUISHED PROFESSORSHIP POSITIONS (Selected list)

ALBA – American College of Greece, Greece
Association for Psychological Sciences (Fellowships for APS)
Australian Research Council Federation Fellowship
Bar Ilan University (Israel)
Clemson University
Drexel University
George Washington University
Georgetown University
Kansas State University
Manchester School of Management
Penn State University
Portland State University
Royal Society of Canada
Seattle University
Simon Fraser University
Society for Industrial and Organizational Psychology (Fellowships for SIOP)
Tel Aviv University
UBC (Sauder School of Management)
University of Alberta
University of Calgary (Haskayne)
University of Connecticut
University of Georgia
University of Illinois at Chicago
University of Manitoba
University of Michigan
University of Minnesota (Carlson School of Management)
University of Oregon
University of South Florida
University of Texas at El Paso
University of Toronto (Rotman)
University of Western Ontario
Washington State University
Wilfrid Laurier University

PHD EXTERNAL EXAMINER (Selected List)

Carlton University
Dalhousie University
St Mary's University (Halifax)
University of Bergen (Norway)
University of Cape Town (South Africa)
University of Guelph
University of Melbourne (Australia)
University of Stockholm
University of the Witwatersrand (South Africa)
University of Toronto (Industrial Relations)

University of Toronto (Rotman School of Management)
University of Waterloo
University of Western Ontario

ASSOCIATION MEMBERSHIP

Academy of Management
American Psychological Association
Association for Psychological Sciences (Fellow)
Canadian Psychological Association (Fellow)
European Academy of Occupational Health Psychology (Fellow)
Royal Society of Canada (Fellow)
Society for Industrial and Organizational Psychology (Fellow)

ASSOCIATION RESPONSIBILITIES

Scientific Committee, 8th International Conference on "Work, stress and health", American Psychological Association, Orlando, FL. (2011)

2009 Scientific Committee, 7th International Conference on "Work, stress and health", American Psychological Association, Puerto Rico

2008 Scientific Committee, 6th International Conference on "Work, stress and health", American Psychological Association, Washington, DC

2006 Scientific Committee, 5th International Conference on "Work, stress and health", American Psychological Association, Miami

2005 Scientific Committee, 2nd International Conference of the International Commission on Occupational Health, Tokyo

2003 Co-chair, 4th International Conference on "Work, stress and health", American Psychological Association, Toronto

2002-2002 Chair, Task Force on Workplace Violence, American Psychological Association

2001-2003 Member, Board of Minerva Canada

1999-2001 Member, Board of the Ontario Pulp and Paper Health and Safety Association

1998-2000 Member, External Advisory Panel, APA/NIOSH Occupational Health Psychology Training Program

1990-1991 Member, Work and Family Committee: Child, Youth and Family Policy Research Centre, Toronto

1989-1991 Chair, Task Force on Occupational Stress, Advisory Council to the Minister of Labour on Occupational Health and Safety

1988-1989 Member, Advisory Council to the Minister of Labour on Occupational Health and Occupational Safety

1988-1989 Member, Board of Alternatives (a treatment centre for men who abuse their wives)

INVITED TALKS (selected list, 1985 onwards)

Albert Einstein College of Medicine, New York
Bar Ilan University (Israel)
Ben Gurion University (Israel)
Carleton University
Clark University (Mass.)
Colorado State University
Dan Management & Organization Studies, Western University
Drexel University (Philadelphia)
Hebrew University of Jerusalem (Israel)
HEC, Montreal
James Madison University
Kansas State University
Memorial University of Newfoundland
Portland State University
St. Mary's University (Halifax)
State University of New York at Binghamton
State University of New York at Stony Brook
Technion University (Israel)
University of Alberta
University of Bergen (Norway)
University of British Columbia
University of Calgary (Haskayne)
University of Cape Town (South Africa)
University of Exeter (UK)
University of Georgia (USA)
University of Guelph
University of Michigan
University of Murcia (Spain)
University of Ottawa
University of Porto (Portugal)
University of Sheffield (UK)
University of South Florida
University of Stockholm (Sweden)
University of Toronto (Rotman School)
University of Victoria (Australia)
University of Waterloo
University of Western Ontario
University of Witwatersrand (South Africa)
Wilfrid Laurier University

INVITED KEYNOTE TALKS AT CONFERENCES (selected list)

7th European Conference on Organizational Psychology for Human Service Work (Stockholm)
American Psychological Association (Toronto)

Association of Psychological Sciences Conference (Washington DC)
British Psychological Society's Annual Occupational Psychology Conference
CRITEOS, Centre de Recherche et d'Intervention pour le Travail, l'Efficacité Organisationnelle et la Santé, Porto Elgre, Brazil
European Academy of Occupational Health Psychology (Barcelona)
European Work and Organizational Psychology Conference (Stockholm)
International Conference on Work Values (Jerusalem)
North American Society for the Psychology of Sport and Physical Activity
Northeastern Section of the American Urological Association (Savanagh, GA)
R. Brinkley Smithers Symposium on Alcohol in the Workplace (New York)
Society for Industrial and Organizational Psychology (Chicago)
Society for Industrial and Organizational Psychology (South Africa)
Third International Positive Psychology Conference (Washington DC)
EAWOP Small Group Meeting "Leadership and health/well-being", University of Exeter, UK

LEADERSHIP DEVELOPMENT WORKSHOPS FOR QUEEN'S EXECUTIVE EDUCATION

Alberta WCB
Armour Transportation Systems
Bash (South Africa)
Bell
Birchcliffe Energy
BluEra
BMW
Canada Post
CIBC
Collahausi (Chile)
Correctional Services Canada
Deloitte (Australia)
Enbridge
Encana
Federal Departments (Canadian Forces, Fisheries and Oceans, Revenue Canada)
FEI Canada
Goodman Carr LLP
Infrastructure Ontario
Jacques Whitford Environment Ltd
LifeMark Health
Miller Thompson LLP
Niagara Casinos
PowerStream
Provincial Governments (Manitoba, New Brunswick, Nova Scotia, Ontario)
Public Safety Canada
Right Management Consultants, Copenhagen, Denmark
Royal Sun Alliance
SABMiller (South Africa)
Saskatchewan Workers' Compensation Board

Scott Builders
Shopper's Drug Mart
Spring Manufacturer's Association (Hawaii)
St Patrick's Mercy Home
Telus
Thunder Bay District Health Council
Toronto CFA
Urban Systems

KEYNOTE SPEAKER FOR COMPANIES ON LEADERSHIP, SAFETY AND EMPLOYEE WELL-BEING (selected list)

Algonquin College
Association of Professional Executives of the Public Service of Canada (APEX)
Association of Workers' Compensation Boards of Canada
BluEra
British Columbia Workers' Compensation Board
Canadian Centre for Occupational Health and Safety
Canadian Association of University Teachers
Centre for Health Promotion, University of Toronto
CFA Vancouver – Women's Symposium
Copenhagen Hospital Corporation, Denmark
County of Lambton Community Health Services Department
Healthy Outcomes Conference, BC
Industrial Accident Prevention Association (Ontario, multiple talks)
Human Resource Professional Association of Ontario
Safe Communities Foundation (multiple talks)
Nova Scotia Safety Council
Psychologically Healthy Workplace Awards (Nova Scotia; Ontario)
Saskatchewan Association of Health Organization
Saskatchewan Workers' compensation Board
BC Mental Health and Addiction Services
Kawartha District School Board
York Catholic District School Board

CONFERENCE PRESENTATIONS, 2000 ONWARDS

Scanlon, M., & Barling, J. (2023) Mental illness stigma towards leaders: Consequences for followers' performance and motivation. Presented at the 82nd Annual Meeting of the Academy of Management, Boston, MA.

Cloutier, A. & Barling, J. (2021, April). *Mental illness and perceptions of leader suitability*. In D. B. Facteau & L. T. Eby (Chairs), Advancing Our Understanding of Mental Illness at Work. To be presented at the 36th Society of Industrial and Organizational Psychology Conference. Held Virtually.

Byrne, A. Cloutier, A., & Barling, J. (2020, August). *Relative subjective spousal status: How spouses impact leadership role occupancy.* In D. Mercer (Chair), Broadening our Sight: Integrating Methods to Mitigate the Dichotomy of Women and Leadership. Presented online at the 80th Annual Meeting of the Academy of Management, Vancouver, BC.

Inness, M., Biricik Gulseren, D., Turner, N., & Barling, J. (2020, April). Transformational leadership and love of one's job: A within-person, between-jobs design. In A. Day (Chair). *Leading the way to health & happiness? Leadership, innovation, social relationships, and wellbeing*. Symposium to be presented at the 14th European Academy of Occupational Health Psychology Conference, Nicosia, Cyprus.

Nguyen, Q., Turner, N., Barling, J., Axtell, C.M., & Davies, S. (2020, April). *Generalized and safety-specific transformational leadership: Examining incremental validity of competing leadership behaviors.* Paper to be presented at the 14th European Academy of Occupational Health Psychology Conference, Nicosia, Cyprus.

Turner, N., Deng, C., Barling, J., & Spencer, K. (2019). *Differential mental health consequences of strikes and lockouts*. Postern presented at the American Psychological Association "Work, Stress and Health" conference, Philadelphia, PA.

Driver, H., Carleton, E., Fitzpatrick, M., & Barling, J. (2019). *Therapy for obstructive sleep apnea (OSA) improved the ratings of refreshing sleep, leading to less daytime sleepiness, reduced cognitive difficulties and work-related burnout*. Poster presented at the conference of the World Sleep Society, Vancouver, September 2019.

Carleton, E., Mcevoy, A., Trivisonno, M., Barling, K., & Dupre, K. (2019). *The health, affective and cognitive predictors of passive leadership.* Canadian Psychological Association, Halifax Nova Scotia (May, 2019).

Barling, J. (2019*). Leaders' mental health at work*. Invited Keynote address at the EAWOP Small Group Meeting, "Leadership and Health/Well-being", University of Exeter, June 20, 2019.

Cloutier, A., & Barling, J. (2019, June). *Does a history of domestic violence affect leader emergence?* Paper in the symposium entitled "Antecedents to Leader Emergence and Leadership Behaviors". Bi-annual conference of the European Association of Work and Organizational Psychology, Turin, Italy.

Weatherhead, J., Barling, J., Turner, N., & Montgomery, W. (2019, June). *Assessing applicants' leadership potential: Indicators of motivation to lead*. Paper in the symposium entitled "Antecedents to Leader Emergence and Leadership Behaviors". Bi-annual conference of the European Association of Work and Organizational Psychology, Turin, Italy.

Barling, J. (2018, June). *Leaders' mental health at work*. Invited keynote address, the 60th International Military Testing Association, Kingston, Ontario, October 2018.

Barling, J. (2018, June). *Leaders' mental health at work*. Invited keynote address. 28th Annual Meeting of the International Congress on Applied Psychology, Montreal.

Cloutier, A., & Barling, (2018, May). *Interpartner Victimization and Work Outcomes: The Moderating Role of Instrumental and Emotional Support*. Association for Psychological Sciences, San Francisco.

Weatherhead, J., & Barling, J. (2018, May). *Followers can differentiate the dimensions of transformational leadership*. The role of follower emotional recognition. Association for Psychological Sciences, San Francisco.

Robertson, J.L., Dionisi, A.M., & Barling, J. (2018, April). *Linking attachment theory to abusive supervision*. Poster presented at the Society for Industrial and Organizational Psychology, Chicago.

Barling, J. (2017, October). *From transformational leadership to … your leadership*. Distinguished Speaker, Northwestern Section of the American Urological Association, Savanagh, GA.

Weatherhead, J., Barling, J., & Turner, N. (2017, August). *Growing up poor limits later leaders*. Presented in the symposium "Examining the unexamined: How economic status, social class and low wages impact employees (Organizers: Purvanoa, R., & Bono, J.), Academy of Management, Atlanta.

Cloutier, A., & Barling, J. (2017, August). Perceptions, expectations and realities of leaders' mental and physical health. Presented in the symposium "Leaders' physical and mental well-being: Antecedents, expectations and outcomes" (Organizer: A. Cloutier). Academy of Management, Atlanta.

Dionisi, A., & Barling, J. (2017, August). What happens at home doesn't stay at home: Family demands predict poor leadership quality. Presented in the symposium "Leaders' physical and mental well-being: Antecedents, expectations and outcomes" (Organizer: A. Cloutier). Academy of Management, Atlanta.

Turner, N., Reich, T.C., Barling, J., & Batten, S. (2017, June). *Employee disability and managerial prejudices in accommodating graduated return to work*. Poster to be presented at the 12th International Conference on Occupational Stress and Health, "Work, Stress and Health 2017: Contemporary Challenges and Opportunities", Minneapolis, MN.

Byrne, A., & Barling, J. (2017, May). Bend it like Beckham: The influence of star performers on non-star performers. Presented at the European Association of Work and Organizational Psychology Congress, Dublin, Ireland.

Carleton, E. L. & Barling, J. (2017, May). New Directions in Leadership Research: Extending our understanding of the antecedents and consequences of leadership. Symposium accepted at the *European Association of Work and Organizational Psychology Conference,* Dublin, Ireland.

Carleton, E. L. & Barling, J. (2017, May). Daytime sleepiness mediates the effects of leaders' ADHD on laissez-faire leadership. Presented at the Euro*pean Association of Work and Organizational Psychology Conference,* Dublin, Ireland.

Weatherhead, J. G., Barling, J., Cloutier, A. E. & Carleton, E. L. (2017, May). Testing mediators of the negative effects of passive leadership on mental health and work attitudes. Presented at the Euro*pean Association of Work and Organizational Psychology Conference,* Dublin, Ireland.

Robertson, J., Carleton, E. L., & Barling, J. (2016, August). Linking leadership to green behaviors through pro-environmental work climate. Presented at the *Academy of Management*, Anaheim, CA.

Barling, J. (2016). *Leaders' mental health at work*. Keynote Plenary Session, Canadian Psychological Association, Victoria, BC.

Barling. J. (2016). *Leaders' mental health at work*. Symposium on "Mental health at work", Association of Psychological Sciences, Chicago, IL.

Byrne, A., & Barling, J. (2016). Y*our status makes me feel envious and alone*. Paper presented in the symposium "Refusing to see me: The contours, causes and consequences of invisibility at work" at the Academy of Management meeting, Los Angeles, CA.

Carleton, E., & Barling, J. (2016). *Reciprocal effects of work stress and sleep problems: A five-wave longitudinal study*. Paper presented in the symposium "Physical, emotional and biological aspects of behavior" at the Academy of Management meeting, Los Angeles, CA.

Weatherhead, J., Carleton, E.L., Barling, J. & Dupré, K.E. (2016). *Alcohol as the problem or alcohol as the solution? The cyclical nature of workplace injuries, alcohol use and employee mental health*. Paper presented at the European Academy of Occupational Health Psychology, Athens, Greece.

Barling, J. (2015). *Environmental leadership*. Symposium Discussant. Presented at the Academy of Management meeting, Vancouver, BC.

Carleton, E., Barling, J., Christie, A., Trivisonno, M., Tulloch, K., & Beachamp, M. (2015*). Long-term effects of abusive supervision on workplace aggression and task performance*. Paper presented in the symposium "Consequences of Abusive Supervision". Presented at the Academy of Management meeting, Vancouver, BC.

McEvoy, A., MacIsaac, C., Dupré, K.E., & Barling, J. (2015). *Towards a broader understanding of workplace injuries*. Platform paper presented at American Psychological Association "Work, Stress and Health" conference, Atlanta, GA.

Trivisonno, M., Carleton, E., Vogel, S., & Barling, J. (2015, May). "Examining the structure of grit and its influence on leadership behaviors." Presented at the *Association for Psychological Science*, New York, NY.

Barling, J. (2015). Invited participant in the symposium "*Me-Search: How life experience IGNITE your research*". Society for Industrial and Organizational Psychology, Philadelphia, PA.

Barling, J., & Weatherhead, J. (2015). *Early childhood behavior problems predict leadership emergence— but gender matters!* Society for Industrial and Organizational Psychology, Philadelphia, PA.

Barling, J. (2015). *New developments in abusive supervision research*. Symposium Discussant. Society for Industrial and Organizational Psychology, Philadelphia, PA.

Barling, J. (2014). *Answering the call: New directions in the study of workplace interactions*. Symposium Discussant. Academy of Management Conference, Philadelphia, August.

Byrne, A., & Barling, J. (2014). *When wives bring home the job status: The effect of job status leakage on marital instability*. Presentation at the Academy of Management Conference, Philadelphia, August.

Byrne, A., & Barling, J. (2014). *A little status goes a long way: Envy mediates the effect of status dispersion on ostracism*. Presentation at the Academy of Management Conference, Philadelphia, August

Carleton, E., Barling, J., Dupre, K. (2014). *A longitudinal investigation of the cross-over of injuries from work to home*. Poster Presentation at the *Work Family Research Network Conference*, New York, NY June 2014.

Carleton, E., Barling, J. (2014, June). "The role of family stress in understanding the effects of workplace injuries on sleep." Presented at the *Smith School of Business Conference on Sleep and Work*, Kingston, ON.

Robertson, J., & Barling, J. (2014). *Environmentally-specific transformational leadership and employees' environmental performance*. 28th International Congress of Applied Psychology, Paris, July.

Barling, J. (2013). Discussant for symposium entitled "A love/hate relationship with the job". 10th Work, Stress and health Conference, American Psychological Association, Los Angeles.

Barling, J. (2013). Discussant for symposium entitled "Fresh perspectives on workplace aggression". 10th Work, Stress and health Conference, American Psychological Association, Los Angeles.

Dionisi, A.M., & Barling, J. (2013). *Spillover and crossover of sex-based harassment from work to home: Supervisor gender harassment affects marital functioning via targets' anger.* Paper presented at the Academy of Management 2013 Annual Meeting, Lake Buena Vista, FL.

Barling, J. (2012). *Being well, leading well: Leaders' psychological distress predicts leadership behaviors*. (Keynote address). Canadian Psychological Association, Halifax, June.

Barling, J. (2012). *Followership*. Canadian Society for Psychomotor Learning and Sport Psychology (SCAPPS). (Keynote address.) Halifax, November.

Barling, J. (2012). *Advancing dignity and safety at work.* Chair, invited symposium, International Congress of Psychology, Cape Town, South Africa.

Barling, J. (2012). *New developments in transformational leadership*. Invited talk, International Congress of Psychology, Cape Town, South Africa.

Dionisi, A.M., Dupre, K., & Barling, J. (2012). *To voice or not to voice: An examination of the willingness to report workplace aggression.* Invited paper, International Congress of Psychology, Cape Town, South Africa.

Barling, J. (2012) *The Family-Supportive Workplace: Understanding Supervisor and Organizational Support for Family*. Discussant for symposium presented at the Academy of Management, Boston, MA.

Byrne, A., Barling, J., & Dupre, K. (2012). *Leaders' Apologies: Understanding and Mitigating Negative Outcomes for Leaders and Subordinates*. Paper presented at the Academy of Management, Boston, MA

Barling, J. (2012). *Leaders' mental health and their leadership behaviors*. Invited speaker, Canadian Psychological Association, Haifax, NS.

Christie, A., Dionisi, A., & Barling, J. (2012). *Gaining power, reactive egoism, and self-interested behavior*. Presented at the Canadian Psychological Association, Haifax, NS.

Bergenwall, A., Barling, J., et al. (2012). *Being well, leading well: Leaders' psychological well-being predicts leadership behaviors*. Presented at the Society for Industrial and Organizational Psychology, San Diego, CA.

Bergenwall, A., Barling, J., & Kelloway, E.K. (2012). *Odd jobs and bad habits: Smoking-related outcomes of children's employment*. Presented at the Society for Industrial and Organizational Psychology, San Diego, CA.

Byrne, A., Dupré, K.E., & Barling, J. (2011). The *Relationship between apologies and well-being among l*e*aders in organizations*. Presented at APA and NIOSH interdisciplinary conference on occupational stress and health (Work, Stress, and Health: Work and Well-Being in an Economic Context), Orlando, FL.

Dupré, K.E., Barling, J., & Dawe, K. (2011). *Outcomes of vicarious workplace aggression.* Presented at APA and NIOSH interdisciplinary conference on occupational stress and health (Work, Stress, and Health: Work and Well-Being in an Economic Context), Orlando, Fl.

Beauchamp, M.R**.,** Barling, J., Li, Z.., Morton, K. L., Keith, S. E., & Zumbo, B. D. (2010). *Reliability and validity of the transformational teaching questionnaire (TTQ).* Paper presented at the annual conference of the Society of Behavioral Medicine, Seattle, WA, USA .(*Annals of Behavioral Medicine,* S138.)

Beauchamp, M.R., Barling, J., & Morton, K. L. (2010). *Effects of a transformational teaching intervention on adolescent self-determined motivation: A randomized controlled feasibility trial.* Paper presented at the annual conference of the Society of Behavioral Medicine, Seattle, WA, USA. (Annals of Behavioral Medicine, S212)

Hershcovis, M. S. & Barling, J. (2010). *Comparing the outcomes of sexual harassment and workplace aggression: A meta-analysis to guide future research*. Presented at the Society of Industrial and Organizational Psychology Conference, Atlanta, GA.

Hoption, C., Christie, A.M., & Barling, J. (2010). There's *no 'leader' in 'follower', is there? Implicit followership theories*. Presented at the 2010 Association of Psychological Science Annual Convention, Boston, MA.

Inness, M., Turner, N., Barling, J., & Stride, C.B. (2010). *Transformational leadership and employee safety performance: A within-person, between-job design*. In E.K. Kelloway (Chair). Leadership and well-being. Paper presented at the 70th Annual Meeting of the Academy of Management, Montréal, Canada.

Lys, R. E. & Barling, J.(2010). *Leadership and employee counterproductive work behaviors: The moderating role of leader mental health*. Academy of Management, Montreal, Canada.

Morton, K. L., Barling, J., Mâsse, L., Rhodes, R., Zumbo, B. D., & Beauchamp, M. R. (2010). *The application of transformational leadership theory to parenting and adolescent health and well-being.*

Paper presented at the annual conference of the Canadian Society for Psychomotor Learning and Sports Psychology (SCAPPS), Ottawa, Ontario.

Robertson, J.L., & Barling, J. (2010). *Do as I Say and as I Do: Environmentally-Specific Transformational Leadership, Modeling and Employees' Pro-Environmental Behaviors.* Poster Presentation at the Society for Industrial and Organizational Psychology Annual Conference, Atlanta, GA.

Robertson, J.L., & Barling, J. (2010). *Organizational Citizenship Behaviors (OCBs) and the Collective: An Extension on the Different Forms of OCBs.* Paper Presentation at Symposium, *Green Shoots: New Directions and Opportunities for Workplace Pro-Environmental Behavior Research,* at the Academy of Management Annual Conference, Montreal Quebec.

Simola, S.K., Barling, J., & Turner, N. (2010). *Transformational leadership and level of care reasoning*. In J. Crotty (Chair). Ethical climate and ethical leadership*.* Paper presented at the 70th Annual Meeting of the Academy of Management, Montréal, Canada.

Turner, N., Barling, J., Dawson, J.F., Stride, C.B., Wall, T.D., Parker, S.K., Patterson, M.G., & West, M.A. (2010). *Human resource management practices and workplace injury rates*. In Y. Yanadori (Chair). Management of the employment relationship. Paper presented at 53rd Annual Conference of the Administrative Sciences Association of Canada, Regina, SK.

Byrne, A., Barling, J., & Hoption, C. (2009). *Who's laughing now? How leadership and humor impact relationship outcomes*. Paper presented at the Society for Industrial and Organizational Psychology, New Orleans, LA.

Christie, A., & Barling, J. (2009). *Pay dispersion and health: The moderating role of individual relational models*. Paper presented at the Work, Stress, and Health Conference, San Juan, Puerto Rico.

Christie, A., & Barling, J. (2009). *Disentangling the indirect link between SES and health: The dynamic* role *of work stressors and personal control*. Paper presented at the Administrative Sciences Association of Canada Conference, Niagara Falls, ON.

Hoption, C., Christie, A., & Barling, J (2009). *The F-Word: The follower label, work attitudes, well-being, and performance*. Paper presented at the European Association of Work and Organizational Psychology Congress, Santiago de Compostela, Spain.

Hoption, C., Christie, A., & Barling, J (2009). *The F-Word: Effects of the Follower Label*. Paper presented at the Society for Industrial and Organizational Psychology Conference, New Orleans, LA.

Inness, M., Barling, J., & Turner, N. (2009*). Transformational leadership and employee safety performance: Context specificity or spillover*? In S. Nichols (Chair). Predicting safety outcomes*.* Paper presented at the 117th Annual Convention of the American Psychological Association, Toronto, Canada.

Turner, N., Barling, J., Reich, T.C., & Batten, S. (2009). *Managerial prejudices against type of employee disability in return-to-work accommodation.* Poster presented at Work, Stress, and Health: Global Concerns and Approaches, San Juan, PR.

Turner, N., Bruning, P.F., Hershcovis, M.S., Sung, F., Li, C., & Chen, K. (2009). *Adding insult to injury: Experience of workplace injury, lack of interpersonal support, and subsequent psychological distress.* Poster presented at Work, Stress, and Health: Global Concerns and Approaches, San Juan, PR.

Barling, J., Turner, N., Dezan, H., & Carroll, A.E. (2009). *Structure and correlates of apologies from leaders in organizations.* In L. Erskine (Chair). Leader behaviors. Paper presented at the 68th Annual Meeting of the Academy of Management, Anaheim, CA.

Barling, J., Turner, N., Kelloway, E.K., Sivanathan, N., Arnold, K.A., & Loughlin, C.A. (2008). *Transformational leadership and employee well-being.* In J. Barling (Chair) New Directions in Work and *W*ell-Being. Paper presented at the British Psychological Society's Division of Occupational Psychology Conference, Stratford-Upon-Avon, UK.

Carson, J., & Barling, J. (2008). *Health behaviors and work performance: The mediating effects of mood and cognitive functio*n. Paper presented in poster session at the Association of Psychological Science. Annual Meeting. Chicago, U.S.

Christie, A.M., Barling, J., & Turner, N. (2008). *Attitudinal and behavioral outcomes of pseudo-transformational leadership.* Paper presented at the Association of Psychological Science Annual Convention, Chicago, IL.

Christie, A.M. & Barling, J. (2008). *Exploring the social gradient in health: How work experiences and resources spiral.* Paper presented at the Work, Stress, and Health Conference, Washington, DC.

Christie, A.M. & Barling, J. (2008). *Beyond status: The effects of status inequality on well-being in organizations.* Paper presented at the British Psychological Society's Division of Occupational Psychology Conference, Stratford, UK.

Christie, A.M. & Barling, J. (2008). *The effects of status inequality on performance, absences, and* thriving *within teams.* In K. Bettenhausen (Chair) Predicting Team Performance. Paper presented at the Academy of Management Annual Meeting, Anaheim, CA.

Christie, A.M., Barling, J., & Turner, N. (2008). *Attitudinal and behavioral outcomes of pseudo-transformational leadership.* Poster presented at the 20th Annual Convention of the Association for Psychological Science, Chicago, IL.

Hershcovis, M.S., & Barling, J. (2008). *Outcomes of workplace aggression and sexual harassment: A meta-analytic comparison.* Presented at the 7th Annual Work, Stress, & Health Conference, Washington, DC.

Inness, M., Barling, J., & Turner, N. (2008). *Transformational leadership and safety performance: The mediating role of meaningful work.* Poster presented at the 8th European Academy of Occupational Health Psychology, Valencia, Spain.

Teed, M.C., Kelloway, E.K. & Barling, J. (2008). *Incidents and Predictors of Workplace Violence and Aggression.* Paper accepted for presentation at the biannual conference of the European Academy for Occupational Health Psychology, Valencia, Spain.

Barling, J. & Carson, J. (2007). *Toward an agenda for research on work and well-being*. Paper presented in symposium at the European Congress of Work and Organizational Psychology (EAWOP). Stockholm, Sweden.

Christie, A.M. & Barling, J. (2007). *Toward a relational model of status inequality*. In K. Bettenhausen (Chair). Power in Organizations. Paper presented at the 2007 Academy of Management Annual Meeting, Philadelphia, PA.

Christie, A.M. & Barling, J. (2007). *Status inequality and well-being*. In J. Barling (Chair). New developments in work and well-being. Paper presented at the 13th European Congress of Work and Organizational Psychology, Stockholm, Sweden.

Dawe, K., Dupré, K.E. & Barling, J. (2007). *Harming those who serve: Direct and indirect customer initiated violence*. Poster presented at annual SIOP Conference, New York, NY.

Hershcovis, M.S. & Barling, J. (2007). *Towards a relational model of workplace aggression: Some meta-analytic evidence.* Paper presented at the 22nd Annual Society for Industrial Organizational Psychology Conference, New York, NY.

Hoption, C.B., Barling, J., & Turner, N. (2007). *Transformational leadership and humor.* Poster presented at the 19th Annual Convention of the Association for Psychological Science, Washington, DC.

Inness, M., Barling, J., & Turner, N. (2007). *Situation and person predictors of workplace safety behaviors: A within-person, between-jobs design.* In S. Ohly & C. Fritz (Chairs). Job demands and performance: Examining creativity, innovation and initiative. Paper presented at the 21st Annual Society for Industrial and Organizational Psychology meetings, New York, NY.

Simola, S.K., Barling, J., & Turner, N. (2007). *Relationship between transformational leadership and* moral *problem solving orientation*. In D.M. Mayer (Chair). New developments in ethical leadership: Multilevel and international perspectives. Paper presented at the 67th Annual Meeting of the Academy of Management, Philadelphia, PA.

Turner, N., Barling, J., Kelloway, E.K., Sivanathan, N., & Loughlin, C.A. (2007). *Leading others to well-being: Direct and indirect effects of transformational leadership*. In J. Barling (Chair). New developments in work and well-being. Paper presented at the 13th European Congress of Work and Organizational Psychology, Stockholm, Sweden.

Arnold, K.A., Barling, J. & Turner, N. (2006). *Transformational leadership and context-free well-being:The mediating role of meaning at work*. Paper presented at Work, Stress and Health: Making a Difference in the Workplace – The Sixth APA and NIOSH Interdisciplinary Conference on Occupational Stress and Health, Miami, Florida, March 2-4, 2006.

Arnold, K.A., Barling, J., & Turner, N. (2006). *Transformational leadership and psychological well-being: The mediating role of meaningful work*. In P. L. Perrewé (Chair). Transformational leadership and occupational health. Paper presented at the 6th Work, Stress, and Health conference, Miami, FL.

Carson, J., Barling, J., & Turner, N. (2006). *Group alcohol climate, alcohol consumption, and student performance.* Poster presented at the 18th Annual Convention of the Association for Psychological Science, New York, NY.

Carson, J., & Barling, J. (2006). *Romantic Relationships at work: Old issues, new challenges*. Paper presented in poster session at the European Academy of Occupational Health Psychology (EA-OHP) Conference. Dublin, Ireland.

Christie, A.M., Barling, J., & Turner, N. (2006). *Pseudo-transformational leadership: Towards the development and test of a mode*l. In K. Campbell (Chair). Understanding transformational leadership*. Paper presented at the Academy of Management Annual Meeting, Atlanta, GA.

Christie, A.M., Barling, J., & Turner, N. (2006). *A model of pseudo transformational leadership*. Paper presented at the Association of Psychological Science Annual Convention, New York City, NY.

Dupré, K.E., Barling, J., & Hershcovis, M.S. (2006). *Comparing supervisor- and coworker-targeted aggression*. Poster presented at the 7th Conference of the European Academy of Occupational Health Psychology, Dublin, Ireland.

Dupré, K.E., Barling, J., & Hershcovis, M.S. (2006). *Target-specific nature of workplace aggression.* Poster presented at the Canadian Association for Research on Work and Health Joint International Conference, St. John's, Newfoundland.

Dupré, K.E., Barling, J. & Turner, N. (2006). *Anger, injustice and the target of aggression*. Poster resented at the 7th full conference of the European Academy of Occupational Health Psychology, Dublin, Ireland.

Dupré, K.E., Barling, J. & Turner, N. (2006). *The progression of aggression: A longitudinal analysis of aggression directed at workplace supervisors*. Poster presented at SafetyNet and the Canadian Association for Research on Work and Health (CARWH) joint international conference (Research on Workplace Health and Safety: From the Core to the Margins), St. John's, NL.

Dupré, K.E., Barling, J. & Herschovis, M.S. (2006). *Supervisor versus coworker target specificity in the prediction of workplace aggression*. Poster presented at SafetyNet and the Canadian Association for Research on Work and Health (CARWH) joint international conference (Research on Workplace Health and Safety: From the Core to the Margins), St. John's, NL.

Dupré, K.E., Barling, J., & Turner, N. (2006). *The role of perceptions of organizational sanctions in the prevention of aggression.* Poster presented at the 18th Annual Convention of the Association for Psychological Science, New York, NY.

Hershcovis, M.S. & Barling, J. (2006). *Towards a relational model of workplace aggression: Some meta-analytic evidence.* Presented at the 7th Conference of the European Academy of Occupational Health Psychology, Dublin, Ireland.

Inness, M., Barling, J., & Turner, N. (2006). *Predicting workplace safety behaviors: A within-person, between-jobs design.* Poster presented at the 7th European Academy of Occupational Health Psychology, Dublin, Ireland.

Inness, M.L., Barling, J., Rogers, K., & Turner, N. (2006). *The impact of tobacco tax changes on attempts to quit smoking.* Poster presented at the 18th Annual Convention of the Association for Psychological Science, New York, NY.

Turner, N., Barling, J., Dawson, J.F., Stride, C.B., Wall, T.D., Parker, S.K., Patterson, M.G. & West, M.A. (2006). *Human resource practices and safety performance.* Poster presented at the SafetyNet/Canadian Association for Research on Work and Health Conference ("Research on Workplace Health and Safety: From the core to the margins), St. John's, Newfoundland.

Tucker, S., Turner, N., Barling, J., & McEvoy, M. (2006). *Interpersonal influences on teenagers' hostile aggression: A prospective study of ice hockey.* Poster presented at the 18th Annual Convention of the Association for Psychological Science, New York, NY.

Barling, J., Kelloway, E.K., Turner, N., Sivanathan, N., & Loughlin, C.A. (2005*). Leading others to well-being: Direct and indirect effects of transformational leadership.* In C. Mason, S.K. Parker, & M.A. Griffin (Chairs). Transformational leadership: From leader interventions to team outcomes*. Paper presented at the 65th Annual Meeting of the Academy of Management, Honolulu, HI.

Dupré, K.E., Barling, J. & Turner, N. (2005). *Personal and situational predictors of aggression: A within-person analysis*. Paper presented at the Annual Meeting of the Academy of Management, Honolulu, HI, Organizational Behavior and Human Resource Management Divisions.

Hershcovis, M.S., & Barling, J. (2005). *Adding insult to injury: A meta-analysis on the outcomes of workplace aggression.* Paper presented at the Annual Academy of Management Conference, Honolulu, HI.

Inness, M., LeBlanc, M., & Barling. J. (2005) *The specificity of predictors of Types II and III workplace aggression*. Paper presented at the 65th Annual Meeting of the Academy of Management, Honolulu, HI.

Sivanathan, N., Turner, N., & Barling, J. (2005). *Effects of transformational leadership training on employee safety performance: A quasi-experiment*. In J. Cordery (Chair). Health, safety, and well-being in the workplace*. Paper presented at the 65th Annual Meeting of the Academy of Management, Honolulu, HI. (In Best Paper proceedings)

Tucker, S., Barling, J., & Turner, N. (2005). *Tough calls: Apologies and transformational leadership.* Poster presented at the 19th Annual Society for Industrial and Organizational Psychology meetings, Los Angeles, CA.

Arnold, K.A., Barling, J. & Iverson, R.D. (2004). *Dirty work and well-being: The roles of occupational identification, passing and choice*. Paper presented at Academy of Management Conference, New Orleans, Louisiana.

Dupré, K.E. & Barling, J. (2004). *The escalation of workplace aggression*. Paper presented at the Annual Meeting of the Academy of Management, New Orleans, LA, Organizational Behavior Division.

Dupré, K.E., Inness, M., Connelly, C.E., Barling, J. & Hoption, C. (2004). *On the importance of reasons for workplace aggression among teenage employees*. Paper presented at the Administrative Sciences

Association of Canada Conference, Quebec City, QC, Organizational Behavior Division.

Dupre, K, Inness, M., Connelly, C., Barling, J, & Hoption, C. (2004). *Adolescent antagonism: Predicting workplace aggression in part-time teenage employees*. Paper presented at the annual meeting of the Administrative Sciences Association of Canada, Quebec City.

Hershcovis, S., Turner, N., Barling, J., Arnold, K., Dupre, K., Inness, M., LeBlanc, M., & Sivanathan, N. (2004). *A Meta-Analysis of Workplace Violence*. Paper presented at the 64th Annual Meeting of the Academy of Management, New Orleans.

Hershcovis, M.S., Turner, N., Barling, J., Arnold, K.A., Dupré, K.E., Inness, M., LeBlanc, M.M., Sivanathan, N. (2004*). Right on target. A meta-analysis of the predictors of insider-initiated workplace aggression.* Paper presented at the Annual Academy of Management Conference, New Orleans, LA.

Hershcovis, S.M., Turner, N., Barling, J., Arnold, K.A., Dupré, K.E., Inness, M., LeBlanc, M.M. & Sivanathan, N. (2004). *Predictors of workplace aggression: A meta-analysis*. Paper presented at the Annual Meeting of the Academy of Management, New Orleans, LA, Organizational Behavior Division.

Sivanathan, N., Barling, J., & Turner, N. (2004). *Transformational leadership and employee safety: A quasi-experiment*. In N. Turner (Chair). Seeking safety with others: An international symposium on the psychology of workplace safety. Invited symposium at the British Psychological Society's Occupational Psychology Conference, Stratford, UK.

Arnold, K.A. & Barling, J.(2003). *Well-being of dirty workers: The role of meaningful work*. Poster presented at Work, Stress and Health: New Challenges in a Changing Workplace – The Fifth APA and NIOSH Interdisciplinary Conference on Occupational Stress and Health, Toronto, ON.

Dupré, K.E. & Barling, J. (2003). *A cross-situational examination of aggression*. Paper presented at APA and NIOSH interdisciplinary conference on occupational stress and health (Work, Stress, and Health: New Challenges in a Changing Workplace), Toronto, ON.

Francis, L., Kelloway, E.K & Barling, J. (2003). *Justice as a stressor*. Paper presented at the conference Work, Stress & Health, Toronto, ON.

Inness, M., & Barling, J. (2003). *Situational specificity and individual differences in the prediction of workplace aggression*. Poster presented at the Fifth Interdisciplinary Conference on Occupational Stress and Health, Toronto.

Inness, M., & Barling, J. (2003). *Putting 'health' back into occupational health psychology*. Paper presented at the Annual Convention of the British Psychological Society, Bournemouth, England.

Sivanathan, N., Arnold, K. A., Turner, N., & Barling. J. (2003). *Lead well to be well: Transformational leadership & well-being*. Poster presented at the International Positive Psychology Summit; Washington, DC. USA.

Sivanathan, N., Barling, J., Loughlin, C., & Kelloway, K. (2003). *Leading others to well-being: Transformational leadership and employee well-being*. Paper presented at the Industrial Organizational Psychology meetings; Orlando, FL. USA.

Sivanathan, N., & Barling, J., Loughlin, C., & Kelloway, K. (2003). *Transformational leadership and employee well-being*. Paper presented at the APA/NIOSH Work, Stress, and Health Conference, Toronto, Canada.

Sivanathan, N., Barling, J., Loughlin, C. & Kelloway, E.K. (2003*). Leading others to wellbeing: Transformational Leadership and wellbeing.* Paper presented at the conference Work, Stress & Health, Toronto, ON.

Dupré, K.E., Inness, M., Barling, J., Connelly, C. & Hoption, C. (2002) *Adolescent antagonism: Predicting workplace aggression in part-time teenage employees*. Poster presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Toronto, ON.

Iverson, R. Barling, J., Kelloway, E.K. (2002). *High quality work, morale, and occupational injuries.* Paper presented as part of the symposium entitled, Safety in the New Millennium: Multi-level examination of safety in organization at the annual meeting of the Academy of Management, Denver CO.

Kelloway, E.K., Kelley, E., Gatien, B. & Barling, J. (2002*). Remote transformational leadership*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Toronto, ON

Dupré, K.E. & Barling, J. (2001). *The prediction and prevention of workplace aggression and violence.* Paper presented at the Annual Meeting of the Academy of Management, Washington, DC, Organizational Behavior Division.

Inness, M., Gallagher, D.G., Barling, J., & Iverson, R. (2001). *The relationship between 'non-standard' employment status, health and safety training, and work-related injury or illness*. Paper presented at the VII European Conference of Organizational Psychology and Health Care, Stockholm.

Kelloway, E.K., Barling, J. & Fowkes, E.K. (2001). *Maintaining career motivation following downsizing*. Paper presented at the annual meeting of the European Association for Work /Organizational Psychology, Prague, Czech. Republic.

Loughlin, C., Kelloway, E.K., Barling, J. & Nault, A. (2001). OCBs and CPBs: Separate but related *constructs.* Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA

Wood, S.J., Turner, N., Lasaosa, A., Barling, J., & Parker, S.K. (2000). *Organizational practices and safety performance: An exploratory study*. In N. Turner & J. Barling (Chairs), New perspectives on HRM and performance. Symposium at the 60th Annual Meeting of the Academy of Management, Toronto.

Wood, S.J., Turner, N., Lasaosa, A., Barling, J., & Parker, S.K. (2000). *HRM and safety*. In T. Keenoy (Chair), *"*What about the workers?*"* Employee perspectives on HRM. Symposium at BUIRA HRM Study Group Conference, London, UK.